

WORKFORCE SOURCING AND TRAINING PRODUCES RELIABLE
EMPLOYEES

ABOUT TULKOFF FOOD PRODUCTS, INC. Tulkoff Foods is an 80-year-old food production company located in Baltimore, Maryland. Tulkoff is recognized for manufacturing and supplying a variety of full-flavored, high-quality condiments, specialty sauces and ingredients for co-pack, private label, food service, industrial, and retail customers nationwide. With around 70 employees and facilities on both the East and West coasts, Tulkoff is known in the industry for supplying superior quality and innovative products and services.

THE CHALLENGE. Like many manufacturers, Tulkoff continually faces the challenge of finding workforce talent. In addition to identifying individuals ready, willing, and able to contribute to the production team, the company needed to recruit, train, and support the hiring of unskilled and semi-skilled workers. Tulkoff had recently recently terminated a contract for the cleaning and routine maintenance of the machines and facility, and required immediate assistance finding workers to fill these positions. The company reach out to the Maryland Manufacturing Extension Partnership (MD MEP), a NIST MEP affiliate, and found a solution within one week of initial contact.

MEP CENTER'S ROLE. MD MEP created the Manufacturing Boot Camp to help manufacturers overcome the barriers common to finding, recruiting, hiring, training, and retaining a qualified manufacturing workforce. The Boot Camp trains job candidates in basic manufacturing and employability through a combination of classroom, plant floor, and on-the-job instruction. Designed to meet the needs of employers, participants who do not demonstrate willingness to be effective workers do not complete the course. The program factors in attendance, attitude, effort, and ability to pass drug screenings to ensure the trainees are suitable candidates for the job environment.

MD MEP selected individuals who had successfully completed the Manufacturing Boot Camp and followed up with a skills assessment and pre-employment screening to prepare them for employment at Tulkoff Foods. Manufacturing companies that champion the Boot Camp program are given the unique opportunity to engage with applicants throughout the course. Tulkoff avoided the expense of locating, vetting, and training new hires by accepting Boot Camp participants for the cleaning and maintenance positions.

"Through MD MEP's Boot Camp Program, MEP trained and placed two Boot Camp graduates into entry-level jobs as sanitation techs at Tulkoff Food Products. All of these positions start above the minimum wage, offer benefits, and provide the employee with the training to grow within the company. MD MEP was able to quickly and effectively respond to our needs."

-Buddy Dietz, Vice President of Operations

RESULTS



Hired **2** new employees



Training for **2** Manufacturing Boot Camp participants



Avoided **\$15,000** in unnecessary costs

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